



**An Affirmation that Domestic Work is Decent Work:**  
**THE UNITED DECLARATION OF FILIPINO TRADE UNIONS**

**DELEGATES TO THE ALL WORKERS CONSULTATION SERIES ON DECENT WORK FOR DOMESTIC WORKERS, convened in Quezon City on 30 July, in Davao City on 04 August, and in Cebu City on 06 August 2009, jointly and voluntarily adopt this Declaration and agree on the framework described as follows:**

That there should be a new international labor standard concerning Decent Work for Domestic Workers in the form of an ILO Convention and an accompanying Recommendation.

That the new international instrument should respect the ILO Fundamental Principles and Rights at Work, the Convention on the Elimination of Discrimination Against Women, the UN Migrants Rights Convention and the Universal Declaration of Human Rights.

**WE COLLECTIVELY UNITE ON THE FOLLOWING PRINCIPLES:**

Domestic Workers are no different from all the other workers; should be treated equally; and should enjoy all the rights and privileges afforded to all other types of workers in the context of Decent Work.

Domestic workers, by virtue of their work and distance from families and customary support groups, are placed in highly disadvantaged situations.

Domestic Workers, documented or not, should be included in the coverage of Conventions and other international instruments and national legislation concerning workers.

Domestic Work should be categorized based on skills as follows: basic skills, i.e.: cooking, cleaning, housekeeping; and, special skills, i.e.: child care, manicure, pedicure; even as it excludes *personal care*.

Employers and Recruitment Agencies should be accountable for the conditions and welfare of the Domestic Worker from the time they are contracted until their safe return home.

No girl or boy under the age of 18 should be allowed to perform Domestic Work; and that member-states of the ILO should be given the liberty to raise the minimum age for migrant work.

Domestic Workers are entitled to fair terms of employment, decent working and living conditions, a safe and secure workplace and portable social security including maternity protection.

Terms and conditions of work of Domestic Workers should be reflected in a written contract, understandable to the worker which shall include provisions on:

- Name, address and contact details of employers
- Specific location where services will be performed
- Type and details of work to be performed
- Duration of the Contract
- Rate of remuneration, method of calculation, and pay intervals
- Hours of work:
  - Eight (8) hours per day
  - Work beyond eight (8) hours that is compensated
  - 8-12 hours of continuous, uninterrupted rest
  - 24 hours uninterrupted weekly rest
  - Standby time that is compensated
- Provision of food and accommodation or separate quarters, if any
- Length in probation of employment
- Repatriation, which should be at no cost to the Domestic Worker
- Just causes for contract termination
- Access to communication facilities
- The right to be represented by unions or associations in the airing of grievances and bargaining/negotiations
- Accountability of employers and recruitment agencies
- Respect for cultural and religious practices

Domestic Workers have the right of protection against all forms of abuse and harassment, including withheld wages, physical, verbal, sexual and mental abuse that may include, among others, the threat of deportation and confiscation of passports.

Domestic Workers are entitled to the minimum wage, which shall be regularly reviewed by a mechanism instituted by member-states, taking into consideration inflation and other factors eroding the same; that no unauthorized deductions should be made on the same by employers and recruitment agencies; and that same should not be *paid in kind*.

Domestic Workers have the right to speedy justice through easy access to fair, impartial courts, mechanisms and processes of dispute and case resolution.

Thus, we pledge to utilize the framework described and subscribe to the principles articulated, as tools for the adoption of an International Convention on Decent Work for Domestic Workers and the enactment of national laws and regulations that will recognize without discrimination, the rights of Domestic Workers.

As a sign of our dedicated commitment to promote Decent Work for Domestic Workers, we attach our signatures to this Declaration